



Flathead Lake United Methodist Camp

Inclusion Policy for Flathead Lake United Methodist Camp

Drafted by Court VonLindern, May 2022

Approved by FLUMC board of trustees, October 2022

Introduction

Flathead Lake United Methodist Church celebrates that all persons are created in God's image and are of sacred worth. We celebrate God's gift of diversity and value the wholeness made possible in community equally shared and shepherded by all. We welcome and affirm people of every gender identity, gender expression, and sexual orientation, who are also of every age, race, ethnicity, physical, and mental ability or disability, level of education, and family structure, and of every economic, immigration, marital, and social status, and so much more. We acknowledge that we live in a world of profound social, economic, and political inequities. As followers of Jesus, we commit ourselves to the pursuit of justice and pledge to stand in solidarity with all who are marginalized and oppressed.

Creating a Safe Environment

All campers and staff who visit our camps have the right to expect an environment in which they will be physically and emotionally safe.

In order to be intentional about creating a safe environment for all of our campers, camp and counseling staff and volunteers will receive annual training in regards to LGBTQ+ inclusion, anti-racism, and other relevant training in partnership with NextGen & Inclusiveness Ministries of the Mountain Sky Conference or with other relevant organizations in the area.

Accommodations and Gender Expansive Housing

Staff and campers will be given housing and bathroom accommodations according to the housing options they selected on their registration forms. Housing options include **same-gender housing** or **all-gender housing** or if they have **no preference**. Should a camper wish to make changes to their housing after the start of camp, we will work with the camper and camp staff to provide necessary accommodations. Changes to housing and bathroom accommodations do not require approval from parents or guardians.

We will always seek to provide as much individual privacy as possible. We will never isolate LGBTQ+ campers or staff.

Disclosing identity, Confidentiality, and Mandated Reporting

An individual self-identifying as LGBTQ+ is considered a confidential status.

If a camper discloses that they are LGBTQ+ while at camp, that information will not be shared without camper permission. A staff member may request permission to share this information with the Site Director in order to better care for the needs of the camper. If a camper discloses that they are transgender or nonbinary, similarly that information will not be shared without camper permission. Changes to housing and bathroom accommodations will be made with site staff as needed, and do not require approval from parents or guardians. Should a camper choose to be referred to by a different name or pronouns than what was listed on their registration, camp staff and volunteers will seek to use the camper's chosen name at the camper's discretion.

If a staff member discloses they are transgender or nonbinary at camp, we will not share that information without permission. Changes to housing and bathroom accommodations will be made as needed and as available.

Disclosing one's gender identity or sexual orientation does not mean that a person is causing harm to themselves or others and does not fall under the mandate to report. If someone is experiencing abuse or neglect because they are LGBTQ+, however, then staff and volunteers are mandated to report this information to relevant entities.

Conclusion

There is rarely a single solution that meets the needs of every individual, yet FLUMC is committed to creating a safe and inclusive environment for all of our campers and their families.